

June 4, 2005

L. Brad Peck
Communications Officer

Dear Brad:

As you are aware, there was an allegation by one of your employees that you have created a chilled work environment in the Communications department. The results of an independent investigation concluded that a chilled environment did exist in the department because of your actions. Specifically, they found that because of your actions the employees in your sector had concerns of trust and respect, and feared retribution.

For this reason, I cannot and will not continue to maintain the current situation. Shirley Reese has assumed the supervisory responsibility for Gary Miller, Dolly Richendrfer, and Carole Bergara. You will report directly to me and will have the title of Corporate Communications Officer at your current rate of pay. A new position description is required and needs to be evaluated for appropriate grade placement. In this job you will be the primary point of contact with the media and be responsible to develop and implement the IGCC communication strategy. You will also be the primary communications consultant for the corporate office (the CEO office and Energy/Business Services).

If you elect to accept this revised position (and I hope that you do), I will work with you and a third party mentor to improve your interfacing skills with others. If you elect to not accept this position, then I would expect you to find another position with Energy Northwest by September 30, 2005 or terminate your employment.

Admittedly, supervision of the Communications department has been challenging for a long time. While I appreciate your efforts to increase accountability, a task I asked you to assume as supervisor, it is the manner in which you have dealt with others that has been a partial contribution to this situation. I genuinely believe that Energy Northwest has much to gain by your continued employment and it is my desire to see you succeed. I hope that with some coaching and development you will be equipped to assume a leadership position in the future.

Respectfully,



J.W. Baker, Vice President
Energy/Business Services

cc: A Lund (PE13)
C Wheeler (PE07)

Friends of the Moore Mansion
Pasco, Wash.



Robert Graves
Energy Northwest
1811 W. 18th
Kennewick, Wash. 99337



4118

March 11, 2004

Dear Board Members:

I want to thank Energy Northwest for its help in saving the Moore Mansion. Mr. Brad Peck, your Communications Officer, has graciously agreed to purchase the Mansion. Although Mr. and Mrs. Peck will use the Mansion as a private home, they are saving a beacon of gracious living for the Tri-Cities – thanks to Energy Northwest.

Without the support of Energy Northwest, Mr. Peck could not have successfully negotiated arrangements for the Moore Mansion. I personally know Mr. Peck spent incalculable time during Energy Northwest business hours putting the deal together. I understand Mr. Peck is a relatively new employee and has not acquired vacation time. So, without Energy Northwest's willingness to allow Mr. Peck to work on this private matter during business hours, no agreement on the Mansion could have been possible.

Energy Northwest, I salute you for your contribution of money and time to the cause of the Moore Mansion. And I'm sure you'll join me in saluting Lt. Col. Brad Peck for his work to turn the Moore Mansion into a gracious private home.

Humbly yours,



Stacie Hayduke
President
Friends of the Moore Mansion

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